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Secretariat

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Secretary-General's bulletin

New nomenclature for staff of the United Nations

1. As recognized in my report, "Strengthening of the United Nations: an agenda for further change" (A/57/387), the contribution of all United Nations staff is crucial to the success of our Organization. The current nomenclature, which refers to General Service and related categories and Professional and higher categories, is antiquated and tends to cause unnecessary divisions in the workplace. Effective 1 January 2003, all United Nations staff members will be referred to as international civil servants.

2. The change of nomenclature is an integral part of the process of building a new organizational culture, where the contribution of each one of us, at all levels, individually or as part of a team, is valued and respected. I encourage all staff to start using the new nomenclature and expect managers to show leadership in this regard.

3. The change of nomenclature does not affect the basis on which salary and entitlements are determined. Conditions of service are established at the common system level and approved by the General Assembly. The remuneration of internationally-recruited Professional staff will remain governed by the Noblemaire principle. The remuneration of locally-recruited staff in the General Service and related categories will remain governed by the Flemming principle. Expatriate benefits will continue to be paid to expatriate staff who have been recruited internationally. Existing requirements to pass a United Nations competitive examination for certain appointments will remain unchanged.

4. I am confident that the new nomenclature will help the United Nations achieve the goals set by the Charter and Member States by encouraging a more participatory working environment conducive to mutual respect and effective teamwork.

(*Signed*) Kofi A. **Annan**
Secretary-General

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